

Australian Refrigeration Association – Code of Conduct

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ARA has established its Terms of Reference. In progressing these we aim to adopt a high standard of governance. Our primary objective is to address the need for the Refrigeration and Air Conditioning Industry (HVACR) to achieve a higher standard of performance with regard to safety, environmental and financial sustainability.

The purpose of a Code of Conduct is to provide a tool for enforcement of high standards of behavior and performance by all ARA members and affiliates.

ARA Code of Conduct

ARA members will, at all times:

1. Recognise, support and conduct themselves, in their professional and commercial activities, in a manner consistent with the aims of the organisation,
2. Recognise and abide by all laws and regulations relevant to the Refrigeration and Air Conditioning industry,
3. Support a high standard of ARA governance including transparency in all activities and democratic operations of the Board of Directors and all committees, financial and operational activity.
4. Seek to address and support all sectors of the HVACR industry and functions in the HVACR industry (i.e. design, installation, operation, maintenance and demanufacture) to achieve environmental sustainability.
5. Recognise and contribute science-based evidence in support of HVACR policy development and practices. When there is insufficient scientific evidence to support a policy they will be forthright in recognising this and seek to address the need,
6. Contribute to ARA activities with accurate and fact based information.
7. Collaborate with all stakeholders in an honest and forthright manner.

Personal behaviour – it is expected that ARA members will:

- Act ethically, with honesty and integrity, in the best interests of the organisation at all times.
- Take individual responsibility to contribute actively to all aspects of the organisation's role.
- Make decisions fairly, impartially and promptly, considering all available information, legislation, policies and procedures.
- Treat colleagues with respect, courtesy, honesty and fairness, and have proper regard for their interests, rights, safety and welfare.
- Not harass, bully or discriminate against colleagues, members of the public and/or employees.
- Contribute to a harmonious, safe and productive board environment/culture through professional workplace relationships.
- Not make improper use of their position as board members to gain advantage for themselves or for any other person.